Measuring and monitoring gender behavior change: Developing a common gender-indicator framework for the Pathways Program

Washington, DC
April 16, 2016
Agenda of the day

9:30-1:00 Plenary presentations:

1. CARE’s frameworks and approach to gender equality
2. The Pathways program
3. Pathways M&E system
4. Pathways qualitative mid-term review
5. The gender-indicator design process

2:00-4:00 Breakout sessions:

1. The FFBS approach
2. Gender dialogues and GED training
3. Pathways M&E system and Outcome Mapping

April 21, 2015
CARE’s Gender Approach

What is the best way to catalyze gender transformative programming?
Elements of CARE’s Gender Approach

1. Women’s Empowerment Framework
2. Gender Integration Continuum
3. Gender Analysis
4. GED
1. CARE’s Women’s Empowerment Framework

DEFINING WOMEN’S EMPOWERMENT

CARE understands empowerment as the sum total of changes needed for a woman to realize her full human rights – the interplay of changes in:

AGENCY
her own aspirations and capabilities

SUM TOTAL OF CHANGES

STRUCTURE
the environment that surrounds and conditions her choices

RELATIONS
the power relations through which she must negotiate her path
2. Gender Integration Continuum (a lens to push further)

This is where we want to be!
3. Gender Analysis
promoting good design

A systematic attempt to identify key issues contributing to gender inequalities and poverty

to analyze these, staff, partners and communities collect, identify, examine and analyze information about gender barriers that contribute to poverty – including how the realities, expectations, rights and choices for women differ from men
3. CARE’s Good Practices Framework for Gender Analysis

A. PRELIMINARY FOUNDATIONS – BROADER CONTEXT

B. CORE AREAS OF INQUIRY
1. Sexual / Gendered Division of Labour
2. Household Decision-making
3. Control over Productive Assets
4. Access to Public Spaces and Services
5. Claiming Rights & Meaningful Participation in Public Decision-making
6. Control over One’s Body
7. Violence & Restorative Justice
8. Aspirations for Oneself

C. STRATEGIC ISSUES, PRACTICAL NEEDS

Good Practices Framework Download: http://gendertoolkit.care.org/Pages/core.aspx
CARE’s Good Practices Framework

Good Practices Framework Download: [http://gendertoolkit.care.org/Pages/core.aspx](http://gendertoolkit.care.org/Pages/core.aspx)

Within each, key questions are suggested across Agency, Structures and Relations.
GBV Monitoring & Mitigation in Non-GBV Focused Programs

- Guidelines for program staff who lead program design & implementation
- GBV as:
  - a fundamental abuse of human rights
  - a barrier to achieving program goals
  - an unintended program effect
  - In the context of personal safety and health of project staff
- Do No Harm perspective

www.care.org/GBVMonitoringGuidance
4. GENDER Equity & Diversity (setting the foundation for success)

- Start with staff transformation
- Gender transformative programming relies on individuals to be agents and models of change
- Adult-learning, participatory
- GED 501: focus on engaging men and boys
  - Masculinities, homophobia, power, violence
Pathways to Secure & Resilient Livelihoods

Empowering Women in Equitable & Resilient Agricultural Systems at Scale
**Objective 1**: To increase the productive engagement of 65,500 poor women in climate resilient agriculture, and contribute to their empowerment & resilience.

**Objective 2**: To enhance the scale of high-quality, climate smart, women-responsive agriculture programming.

**Objective 3**: To contribute to the global discourse that surrounds women in agriculture and climate change.
CARE’s Women Empowerment Framework

A woman’s own aspirations and capabilities
- Skills, capacities, information
- Self-confidence
- Decision making confidence
- Knowledge of laws and rights

The power relations through which she negotiates her path
- Male partners
- Market Actors
- Community leaders, gate keepers
- Collective action, group solidarity
- Change agents

The environment that surrounds and conditions her choices
- Customs, traditions, norms
- Laws, policies
- Rules for accessing services, resources-extn, natural resources

Agency

Equity, Empowerment Productivity

Structure

Relations
More Secure and Resilient Livelihoods
Food and Nutrition Security, Coping and Adapting Ability

Productivity and Profitability

Equity

Empowerment

1. Capacity
   Knowledge, skills and relationships
   Self-confidence and conviction of power

2. Access
   Access to productive resources, assets and markets
   Appropriate and reliable services and input

3. Productivity
   Improved yields and income through the adoption of sustainable agriculture and value addition

4. Household Influence
   Contribution to and influence over income and decision-making

5. Enabling Environment
   More positive and enabling attitudes, behaviors, social norms, policies and institutions
Pathways interventions

Agency & Skills

*The Farmer Field and Business School*

- Sustainable agriculture
- Market engagement
- Nutrition
- Gender & empowerment
- Group Strengthening
- P-MLE
- Seasonal Planning
- Toolkit
- Community Based Trainers

Structures & Relations

*Changing the behaviors, practices and beliefs of:*

- Men, boys and power holders
- Input suppliers, traders, financiers
- Government officials, policy makers
- Women as viable farmers, market actors, leaders
- Challenging underlying social norms & practices
- Access to productive resources
Baseline and Endlines-Tracking indicators including:

|--------------------------------------------|---------------------------------------------|--------------------------------------------|

Midterm Review-Outcome Mapping

- Intra-household & social norm change; men’s engagement

Annual Review Studies

- Yield, income, gender, decision making

Participatory Performance Tracker (PPT)

- Individual adoption of practices, group performance
  - Digital platform- ICT for M&E

Learning Agenda
Results: Capacities & skills

- FFBS toolkit and orientations
  - Improved integration, sequencing, standardization

- Demonstration plots
  - Farmer evaluation of Ag practices
  - CBTs access to accurate agronomic info

- Farmers, staff & partners trained in
  - Marketing basics, identifying market opportunities, business management
  - Market literacy & financial management
  - Gender concepts and tools; gender re-prioritized by country teams

- Active Monitoring, Evaluation and Learning engagement
Results: Access to Productive Resources

- **Extension services**
  - Ghana CBT-Farmer Ratio 1:24, Govt 1: 1500; Tanzania 1:3000 to 1:91
  - Better access to mainstream extension (ARS)

- **Land for women**
  - Mali- Farm bill, 524.85 ha for 3,232 women
  - 194 kms roadside land -Bangladesh

- **Improved technology**-Improved varieties, post-harvest mgt

- **Inputs**- Quality seed, inoculants

- **Market info & business support services**
  - MRCs & women membership

- **Formal & informal credit**- VSLAs
Results: Increased Productivity

- Increased yields
  - (ARS, PPT, MTR)
- Increased revenue
  - (ARS, PPT, MTR)
- Improved dietary diversity & health (MTR)
- Higher incomes from wage labor (Impact Study)
Results: Productivity & Profitability

Agriculture practices widely adopted by farmers in India

<table>
<thead>
<tr>
<th>Improved agriculture practices</th>
<th>Adoption rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer &amp; Deep Ploughing</td>
<td>48</td>
</tr>
<tr>
<td>Application of FYM</td>
<td>46</td>
</tr>
<tr>
<td>Seed Germination test</td>
<td>56</td>
</tr>
<tr>
<td>Seed treatment</td>
<td>54</td>
</tr>
<tr>
<td>Use of right dose of fertilizer</td>
<td>41</td>
</tr>
<tr>
<td>Line sowing</td>
<td>38</td>
</tr>
<tr>
<td>Weed Management</td>
<td>51</td>
</tr>
<tr>
<td>Erecting bird perches</td>
<td>42</td>
</tr>
</tbody>
</table>

Crop Yields in Malawi for the 2012-2013 Cropping Season

<table>
<thead>
<tr>
<th>Crop</th>
<th>Total harvest</th>
<th>Informal Mkts</th>
<th>Formal Mkts</th>
<th>Amount (MK)</th>
<th>USD (USD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Soybean</td>
<td>502,203 Kg</td>
<td>374,251 Kg</td>
<td>125,803 Kg</td>
<td>63,865,570</td>
<td>$193,532</td>
</tr>
<tr>
<td>Groundnut</td>
<td>344,912 Kg</td>
<td>230,833 Kg</td>
<td>24,587 Kg</td>
<td>60,250,352</td>
<td>$182,576</td>
</tr>
</tbody>
</table>
Mid-term inquiry: How do we interpret changes at the household level?

Purposes:
1. Test Pathways theory of change
2. Adjust and improve gender strategies
3. Build staff qualitative capacities
4. Contextualize meanings of key terms in our TOC (empowerment, decision-making)
5. Monitor gender-based violence
Outcome Mapping
Key concepts
What is Outcome Mapping?

**History**
Developed by the International Development Research Centre (IDRC) in 1999.

Response to output-oriented monitoring systems, with endline impact evaluations, that failed to capture change in complex contexts of social change.

**Focus**
A complexity- and systems-oriented approach for planning, monitoring and evaluation.

Actor-centred approach that focuses on changes in behaviour of those with whom the project or program works.

Oriented towards social & organizational learning, adaptive management.
THREE STAGES OF OUTCOME MAPPING

INTENTIONAL DESIGN

STEP 1: Vision
STEP 2: Mission
STEP 3: Boundary Partners
STEP 4: Outcome Challenges
STEP 5: Progress Markers
STEP 6: Strategy Maps
STEP 7: Organizational Practices

OUTCOME & PERFORMANCE MONITORING

STEP 8: Monitoring Priorities
STEP 9: Outcome Journals
STEP 10: Strategy Journal
STEP 11: Performance Journal

EVALUATION PLANNING

STEP 12: Evaluation Plan
What we get funded to do:

Thanks to Ricardo Wilson-Grau
What we actually deal with:

Expected & Unexpected + & - Changes
OM allows us to:

- Start from observable behaviour change
- Recognise that all interventions have limited influence
- Support people to build their own well-being
- Embrace different perspectives
- Enable interventions to adapt as they engage
- Apply a systems understanding

Source: Terry Smutylo / OM Lab 2012
• An **Outcome Challenge** describes the ideal changes in behavior, relationships, activities, actions of people, groups, and organisations with whom the programme works directly.

**Progress Markers** are a graduated set of statements describing a progression of changed behaviours of the people, groups, and organisations with whom the program works directly, leading to the ideal outcomes described in outcome challenge.
MTR methodology and Gender-Indicator Design process
Key questions:
• Are we on track toward equity and empowerment?
• If yes, what is supporting those changes?
• If not, how can we adjust the program?
### Areas of inquiry

<table>
<thead>
<tr>
<th>Themes</th>
<th>Key questions</th>
<th>Target groups</th>
</tr>
</thead>
</table>
| Decision-making               | • What do equitable/ideal decision-making processes look like for impact groups?  
• What changes are being observed in decision-making?  
• What is contributing to these changes? |
|                               | Impact group women from:  
1. Male-headed households (MHH)  
2. Female-headed households (FHH)  
3. Polygamous households         |
| Women’s empowerment            | • How does an “empowered woman” look, act?  
• What changes are women observing in these areas?  
• What is contributing to change? |
| Men’s engagement               | • How does an engaged/supportive man look, act? What does an equitable partnership look like?  
• What changes are being observed in men’s behaviors?  
• What factors are contributing to these changes? |
|                               | 1. Spouses, male group members  
2. Male champions  
3. Women impact group members (diverse hhs) |
| Community leader views         | • What changes have been observed in the communities?  
In their own practices?  
• What factors are contributing to these changes?  
• What is the role of CLs in supporting change? |
|                               | Community/traditional/religious authorities |
| Cross-cutting themes           | • Workload-sharing  
• Gender-based violence trends  
• Relationship between collective membership and empowerment/social change  
• Relationship between productivity/income and empowerment/social change |
Daily group analysis process

Staff Training
- Outcome challenge
- Progress markers

Data Collection
- Household decision-making
- Defining empowerment
- Men’s engagement
- Community leader views

Daily Group Analysis
- Identify progress markers
- Cluster and tally same behaviors
- Categorize the behavior changes

Daily Analysis: Clustering and categorizing progress markers
## Sample progress marker tallies

### Behavior Changes – Men (MALI)

<table>
<thead>
<tr>
<th>Progress marker</th>
<th># of Times</th>
<th>Theme</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men collecting firewood and water</td>
<td>12</td>
<td>Workloads</td>
</tr>
<tr>
<td>Men do the cooking and sweeping when wife is sick</td>
<td>3</td>
<td>Workloads</td>
</tr>
<tr>
<td>Men does sweeping even when wife is well</td>
<td>1</td>
<td>Workloads</td>
</tr>
<tr>
<td>Men helping women to transplant</td>
<td>1</td>
<td>Workloads</td>
</tr>
<tr>
<td>Men support women with their production- heavy labor, spraying</td>
<td>3</td>
<td>Production</td>
</tr>
<tr>
<td>Men let women cultivate their own fields first</td>
<td>1</td>
<td>Production</td>
</tr>
<tr>
<td>Men give good, <em>fertile</em> land to women</td>
<td>2</td>
<td>Land access</td>
</tr>
<tr>
<td>Men and women sit together when making decisions</td>
<td>6</td>
<td>Decisions</td>
</tr>
<tr>
<td>Men let women make own decision on what to cook</td>
<td>2</td>
<td>Decisions</td>
</tr>
</tbody>
</table>
Final group analysis process

- Final tally of progress markers
- Revised Outcome Challenges
- Progress marker maps

Final Analysis: Progress Marker maps

Final Analysis: Revised outcome challenges
Progress Markers

**Expect to see Women**
- Increase agro-economic knowledge & skills
- Adapt new agricultural system
- Exchange ideas & experiences among themselves
- Establish small businesses
- Go to different places, i.e. market, outside the village, ...
- Join collectives
- Make decisions like food purchases or school fees

**Like to see Women**
- Use agro-inputs
- Advise husband on agronomic practice
- Provide for domestic needs
- Manage their own life, esp. paying school fees
- Work with husband to increase production
- Ask husband to help with land cultivation
- Own farmland
- Travel outside village to buy property or do business
- Participate in sharing financial decisions
- Make joint income decisions with the husband

**Love to see Women**
- Advise husband on medical insurance
- Make decisions w/o consulting husband
- Decide on eating, marketing, & selling
- Sit with husband to solve conflicts
- Being more confidence to speak up in the community
- Take up leadership roles in the community or church
- Keep family money

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**An empowered woman** is visionary and therefore uses skills and capabilities to make her food secure at a household level. She utilizes her skills to negotiate with spouses, household members and general community members to maintain a healthy status and financial stability. She actively contributes to community agendas and decision-making processes by her leadership in various structures. She speaks publically voicing out her concerns and influences like-minded people to advocate around issues that contribute towards complete women’s empowerment.

*Malawi – Outcome Challenge - Women*

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**A male champion** recognizes his integral role in his family and community. He ensures that his family is food and economically secure by utilizing skills acquired. He appreciates and respects his wife. He values his wife’s opinions in decision-making. He reduces woman’s workload. He advocates for women’s rights and ending gender based violence. He promotes change in the community by actively participating in development activities.

*Malawi – Outcome Challenge - Men*
Highlighted findings

- **Economic improvements**
  - Control & sale of produce
  - Women buying school fees, household expenses

- **HH gender relations**
  - More open communication,
  - Respect for women’s views
  - Less violence

- **Enabling environment**
  - Respect for women’s skills
  - Collective action (GBV, alcohol)
  - Men sharing workloads
  - Community leaders inviting women to participate

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Factors enabling empowerment

- Group membership
- Access to income
- Gender dialogues
- Men’s participation
- Synergy with other projects
- Market committees
Usefulness of the MTR process

- Validated the Theory of Change

- Unified understanding of empowerment / gender continuum

- Highlighted key risks
  - GBV, backlash against men, economic burdens on women

- Built capacity to adjust gender strategies programmatically

- Showed that social transformation is possible
Gender Indicator Design Workshop
Lilongwe, 9-13 March
TOPS-Micro-grant

Objectives:
• Narrow down the categories and behavior changes;

• Refine a *graduated, context-specific* set of behaviors per country;

• Identify *common* indicators across countries;

• Approaches for integrating into Pathways M&E system

Next steps: How do we monitor the behavior changes?
5 common categories to structure the behavior change indicators

1. Gender division of labor & workload sharing
2. Intra-household negotiation, communication & decision making
3. Control of income & productive assets / resources
4. Self-confidence, autonomy & leadership
5. Intimacy & harmony in the relationship

Common Gender-indicator Framework

Graduated set of Progress Markers reflecting behavior changes for each category

Expect to see

Like to see

Love to see

Initial Outcome Challenges and Progress Markers

OC + PMs India
OC + PMs Malawi
OC + PMs Ghana
OC + PMs Mali
OC + PMs Tanzania

Generated by Women and Men in Pathways communities during the MTR

For both Women and Men

For Women and Men, Per Country
### Step 1. Defining the categories to structure the behavior changes

<table>
<thead>
<tr>
<th>Category</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Gender division of labor and workload sharing</td>
<td>Gender division of labor and workload sharing</td>
</tr>
<tr>
<td>2</td>
<td>Intra-household negotiation, communication &amp; decision making</td>
<td>Intra-household negotiation, communication and decision-making</td>
</tr>
<tr>
<td>3</td>
<td>Control of income and productive assets / resources</td>
<td><strong>Sharing control</strong> of income and productive assets / resources</td>
</tr>
<tr>
<td>4</td>
<td>Self-confidence, autonomy and leadership</td>
<td>Role modeling and respecting women’s rights and value (in public)</td>
</tr>
<tr>
<td>5</td>
<td>Intimacy and harmony in the relationship</td>
<td>Intimacy and harmony in the relationship</td>
</tr>
</tbody>
</table>
Category 4. Initial definition

Women recognize and vocalize women’s rights and value as human beings, have confidence in their abilities and in their capacity to achieve their own aspirations. They serve as role models for other women. They can act on their own behalf, autonomously of men, and move about freely. They have a network of support to discuss their concerns and take collective action to claim their rights and access to resources.
Step 2: Sorting the progress markers in the 5 categories
Step 3: Peer review of the progress markers
**Step 4: Category review across countries (two rounds)**

**Collective revision per category**
Make 2 groups (Cat 1 & Cat 2)

1. Read the PMs together
2. Discuss similarities & differences
3. Identify those that are identical or very similar in nature
   - Code them with the number of times (in color) they appear (starting from at least 3 times)
4. Are there any PMs that are not belonging to this category – discuss why?
5. *Discuss ways of which PMs can be combined*
Note similar patterns across countries

Category 4

**Women**
- Join collectives, attend trainings (3)
- Are able to travel outside the village (4)
- Have leadership in community groups (3)
- Speak freely in front of men in public (5)
- Show confidence (dress well, sharp minds, coming out of the dark) (3)
- Speaking out/claiming rights in public (GBV, alcohol, civil marriages) (3)

**Men**
- Men sending girl children to school, considering their thoughts in their marriages (3)
- Respecting women, “treating them as persons” (3)
- Using less violence (2)
Step 5. Formulate a graduated set of behavior changes for each category (per country)

Progress Marker Check list

- Max 6-8 PMs per category
- Describes a change in behavior
- Write the PMs as 'men/women (active sense)…'
- Is it specific enough?
- Not ambiguous or open for interpretation
- Can it be monitored & observed

- Love to see
  (Deep transformation)

- Like to see
  (Active engagement)

- Expect to see
  (Early positive responses)
5. THE GENDER-INDICATOR DESIGN WORKSHOP

Graduated set of progress markers for women (Malawi)

<table>
<thead>
<tr>
<th>Category 1: Gender division of labor / workload</th>
<th>Category 2: Intra-household negotiation, communication, decision-making</th>
<th>Category 3: Control of productive assets &amp; resources</th>
<th>Category 4: Self-confidence, autonomy &amp; leadership</th>
<th>Category 5: Intimacy and Harmony in household</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expect to see</td>
<td>Women ask husbands for support with household tasks (cooking, fetching firewood and water, childcare)</td>
<td>Women ask husbands to allocate a plot for them to grow groundnut and soya</td>
<td>Women purchase small household items (soap, food, clothes), and pay maize milling services</td>
<td>Women travel outside villages by themselves</td>
</tr>
<tr>
<td>Like to see</td>
<td>Women cultivate together with husbands in all crops</td>
<td>Women independently decide what crop variety to plant/business to start</td>
<td>Women invest in productive assets and inputs (livestock, seeds and fertilizer) and pay for school fees</td>
<td>Women dress nicely and look good (have bathed, combed hair, put lotion, clean clothes)</td>
</tr>
<tr>
<td>Love to see</td>
<td>Women make suggestions to husbands with regard to HH decisions (education, children, school fee’s, clothes, marriage, food)</td>
<td>Women negotiate collectively with community leaders for fertile land to grow own crops</td>
<td>Women manage their own piece of land (family, rented, owned, etc.)</td>
<td>Widowed/divorced women freely choose not to remarry (to maintain financial independence and make their own decisions)</td>
</tr>
<tr>
<td></td>
<td>Women make their own production decisions around soya and ground nuts</td>
<td>Women manage their own income (&amp; avoid conflict)</td>
<td>Women manage their own income and sources</td>
<td>Women negotiate for better marketing terms for agriculture crops</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Women diversify their enterprises and income sources</td>
<td></td>
<td>Women stop doing casual labour</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Women resolve conflicts amicably and in a non-violent way</td>
</tr>
</tbody>
</table>
Graduated set of progress markers for men (India)

<table>
<thead>
<tr>
<th>Category 1: Gender division of labor &amp; workload sharing</th>
<th>Category 2: Intra-household negotiation, communication &amp; decision-making</th>
<th>Category 3: Sharing control of income &amp; productive assets/resources</th>
<th>Category 4: Role modeling &amp; respecting women’s rights/value (public)</th>
<th>Category 5: Intimacy and harmony in the relationship</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men help women in fetching drinking water and firewood collection</td>
<td></td>
<td>Men support women to adopt improved agricultural practices, to access agricultural tools and information</td>
<td>Men supporting women financially in income generating activities</td>
<td></td>
</tr>
<tr>
<td>Expect to see</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men take up responsibility for household work when women are traveling outside the village</td>
<td>Men share information on household incomes and expenditures with their wives</td>
<td>Men vote and publicly speak for women’s leadership position in collectives and in local governance systems</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Like to see</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men work alongside with women in agricultural activities such as transplanting and weeding</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Love to see</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men do household work (cooking, cleaning, washing clothes, childcare) to reduce their wife’s burden</td>
<td>Men seek suggestions and views from their wives during decision making around incomes and expenditures at household level</td>
<td>Men put the name of their wives as primary title holder in claim applications for forestland rights</td>
<td>Men consume less alcohol and stops violence against women</td>
<td>Men spend more leisure time with their spouses</td>
</tr>
<tr>
<td></td>
<td>Men wake up early to help with the household chores</td>
<td></td>
<td></td>
<td>Men spend more time with their children</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Men respect the desires of their counterparts</td>
</tr>
</tbody>
</table>
Step 6: Compile the final PM set for women /men
GRADUATED SET OF BEHAVIOR CHANGES FOR WOMEN IN MALAWI

Expect to See
- Women ask husbands to allocate a plot for them to grow groundnut and soya
- Women purchase small household items (e.g., soap, food, clothes) and pay maize mill services
- Women travel outside villages by themselves
- Women stop doing casual labor

Like to see
- Women make suggestions to husbands on household decisions (education, children’s marriage, clothes)
- Women dress nicely and look good (have bathed, combed hair, put lotion, clean clothes)
- Women cultivate all crops together with husbands
- Women manage their own income to avoid conflict
- Women negotiate with community leaders for better land to grow their own crops
- Women independently decide on what crop variety to plant or business to start
- Women invest in productive assets and inputs (livestock, seeds and fertilizer) and pay for school fees
- Women negotiate for better marketing terms for agriculture crops
- Women communicate to husbands about sexual needs
- Widowed /divorced women freely choose not to remarry (to maintain financial independence and make own decisions)

Love to see
- Women decide independently how to spend their own money
- Women resolve conflicts amicably and in a non-violent way
- Women make their own production decisions around soya and ground nuts
- Women publically speak out against GBV
- Married women consult local leaders for advice on their relationship and problem solving
GRADUATED SET OF BEHAVIOR CHANGES FOR MEN IN INDIA

Expect to see
- men help women in fetching drinking water and firewood collection
- men support women to adopt improved agricultural practices, to access agricultural tools and information
- men supporting women financially in income generating activities

Like to see
- men take up responsibility for household work when women are traveling outside the village
- men work alongside with women in agricultural activities such as transplanting and weeding
- men share information on household incomes and expenditures with their wives
- men vote and publicly speak for women’s leadership position in collectives and in local governance systems

Love to see
- men do household work (cooking, cleaning, washing clothes, child care) to reduce their wife’s burden
- men wake up early to help with the household chores
- men seek suggestions and views from their wives during decision making around incomes and expenditures at household level
- men put the name of their wives as primary title holder in claim applications for forestland rights
- men consume less alcohol and stops violence against women
- men spend more leisure time with their spouses
- men spend more time with their children
- men respect the desires of their counterparts
Integrating into M&E system

Key questions

1. How does the gender-indicator framework connect to the existing M&E systems / process of Pathways?

For ongoing monitoring
2. When and how can we best collect data?
3. How to report / store the data: which formats or tools can we use?
4. How can we ensure that we will use the insights of the outcome monitoring for re-planning and improving our practice?

For end line evaluation
1. How could this gender-indicator framework be used?
Within Pathways Monitoring Processes

(3, 4, or 6-monthly basis)
- Group Participatory Performance Tracker (PPT)
- Annual Review (ARS)
- during the gender dialogues
- during programme meetings

At Pathways endline evaluation

- Use MTR as baseline
- Integrate in qualitative piece
- Complement WEI data
Options:

1. **Monitor progress markers one by one**, generating data for each PM.

2. Only monitor a **limited number group of progress markers** for which progress is expected.

3. Organise a guided **critical reflection and analysis around all five categories** of behavior changes.

4. Field staff use **ongoing observation** as a data collection approach, filling out the data into a **journal template** as changes emerges.
5. USING GENDER-INDICATORS FOR MONITORING & LEARNING

Potential Journal template

<table>
<thead>
<tr>
<th>PROGRESS MARKERS</th>
<th>Write the main positive or negative changes that happened during the monitoring period</th>
<th>Level of progression</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>O L M H</td>
</tr>
<tr>
<td>1 PM1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 PM2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 PM3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 …</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

FURTHER ANALYSIS

What were the main *hindering* factors affecting the achievement of progress markers?

*If the hindering factor applies to one specific progress marker, please mention the number of the progress marker*

What were key stimulating factors that assisted in achieving progress?

*If the stimulating factor applies to one specific progress marker, please mention the number of the progress marker*

FUTURE ACTIONS

Are there any concrete ideas or opportunities for future actions by CARE or the partners

*Indicate to which Progress Markers it would contribute?*

---

**How to use the journals?**

How journals are used depends on the approach used for data collection & sense-making, and at which level in the program the journal is being used.

**For Pathways:**
Journals can be used as the final product of the data collection process to capture and summarise the most important changes and insights on gender and social norms at country level;

Journals can be used in the field for ongoing capture of raw data by field staff or field monitors;

Journals can be used by note-takers as a reporting template during collective sense-making events in the communities or during CARE staff meetings at country level.
Application of the data for the Pathways program

Data, information, insights and lessons from monitoring and evaluation the gender-behavior indicators

Adjust program strategies and interventions

Inspire and motivate communities and partners involved

Feedback to women and men to foster and stimulate change

Complement other M&E data points (production, income, access to markets, WEI indicators)

Understand the change process towards equitable gender relations

Report on impact in gender relations and social norms

Knowledge sharing (publications, websites, events)
## WOMEN

### Outcome Challenge
(Generic for PATHWAYS)

1. Gender division of labor & workload sharing
2. Intra-household negotiation, communication & decision making
3. Control of income & productive assets / resources
4. Self-confidence, autonomy and leadership
5. Intimacy & harmony in the relationship

### Contextualised Pathways Global level

<table>
<thead>
<tr>
<th>PMs</th>
<th>Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>PM 1</td>
<td>1</td>
</tr>
<tr>
<td>PM 2</td>
<td>2</td>
</tr>
<tr>
<td>PM 3</td>
<td>3</td>
</tr>
<tr>
<td>PM 4</td>
<td>4</td>
</tr>
<tr>
<td>PM 5</td>
<td>5</td>
</tr>
<tr>
<td>PM 6</td>
<td>1</td>
</tr>
<tr>
<td>PM 7</td>
<td>2</td>
</tr>
</tbody>
</table>

### India

- PM 1: 1
- PM 2: 2
- PM 3: 3
- PM 4: 4
- PM 5: 5
- PM 6: 1
- PM 7: 2

### Tanzania

- PM 1: 3
- PM 2: 4
- PM 3: 5
- PM 4: 2
- PM 5: 1
- PM 6: 4
- PM 7: 3

### Mali

- PM 1: 2
- PM 2: 4
- PM 3: 5
- PM 4: 3
- PM 5: 1
- PM 6: 4
- PM 7: 2

### Malawi

- PM 1: 4
- PM 2: 3
- PM 3: 2
- PM 4: 3
- PM 5: 5
- PM 6: 1
- PM 7: 4

### Ghana

- PM 1: 1
- PM 2: 2
- PM 3: 4
- PM 4: 4
- PM 5: 5
- PM 6: 2
- PM 7: 3
“Can be used for the country program to reflect and understand change”

“Helps communities to better understand gender issues”

“Can help develop better strategies for CARE”

“Help to report better on impact”

“Possible solution for under-reporting – there is more then we read in the reports”

“Complementing abstract indicators into real observable & contextualised changes”

“It’s especially helpful for the staff/implementers – the process of reflection, the sense of achievement and motivation, understanding why. I will take it back to my partner organizations.”

–Participant, Gender Indicator Design workshop
RELATED RESOURCES

Care Pathways Program:
www.carepathwaystoempowerment.org

- Pathways Baseline Survey
- Pathways Annual Reports
- PPT Technical Packet
- Global Summary Mid-Term Review (MTR)
- Country Mid-Term Review (MTR) Summaries
- Monitoring, Learning & Evaluation (MLE) Plan

Care Gender Toolkit:
http://gendertoolkit.care.org/default.aspx

- Women’s Empowerment Framework
- Gender Analysis Framework
- Gender Equity and Diversity (GED) training tools

Outcome Mapping Learning Community:
www.outcomemapping.ca

- OM Practitioner Guide (multiple languages)
- Overview of OM (video)
- OM Facilitation Guide
- Outcome Mapping Examples